

# CHAPTER 1

## YOUR CAREER IN THE NAVY

The Navy, like any other large organization, constantly strives to be among the leaders in the many fields of technological advancement through continuing research and developmental efforts. These efforts also encompass the design and application of modern managerial techniques to do the best job in the most efficient and effective manner because we are, first of all, an organization of people.

When you accepted a commission in the Navy, you became a member of the Navy team. You can expect a challenging and rewarding career in such varying fields as aviation, oceanography, space development, nuclear propulsion, sound propagation, ship and weapons systems development, financial and personnel management, and project development and management.

### OFFICER CATEGORIES

You received your commission as either a line or staff officer, depending upon your educational and physical qualifications, your interests, and your prior experience. Within the line designation, you are either an unrestricted line (URL) officer or a restricted line (RL) officer. Defined simply, URL officers are those considered eligible for command either ashore or at sea within one of the five areas of warfare expertise: surface, aviation, submarine, special operations, or special warfare. General URL officers are eligible only for command of shore activities.

The RL officer category includes those officers qualified to serve in highly specialized jobs, such as engineering duty or aeronautical engineering and maintenance duty. RL officers may command auxiliary vessels and designated shore activities.

Officers specializing in areas such as medicine, supply, civil engineering, law, dentistry, theology, or nursing receive commissions in the staff corps. Like RL officers, staff corps officers are not eligible for command at sea but may assume command of activities within their own corps.

### OFFICER ASSIGNMENTS

Specific types of duty assignments for each officer will vary, depending on the officer's specialty, educational training, and interests. Those of you who plan a career in the unrestricted line will find additional information in the *Naval Officer Career Planning Guidebook*, OPNAV P-13-1-86.

Typical professional development patterns are shown in view A of appendix I. These illustrations show the general progression of assignments and promotions the various officer communities can expect. (The number of years' continuous service [YCS] between promotions shown in the exhibits is an average.) No two officers will follow identical career patterns; however, on the average, the successful officer will meet most of the career milestones in about the same sequence shown in appendix I. For instance, if you select a career as a surface warfare officer, you may stay at sea the first 4 years because of operational requirements or personal choice. During this time you will strive to complete personnel qualification standards (PQS) and qualify as division officer, officer of the deck, engineering officer of the watch, surface warfare officer and be selected for department head school. Then you may rotate ashore for staff duty or to attend the Naval Postgraduate School. Although you did not follow the development plan exactly, you will have obtained the experience and qualifications necessary to make you competitive with your year-group peers.

Views B through H of appendix I are examples of professional development patterns in other career specialty fields. The career path for female officers parallels that of male officers except as constrained by law.

### MILITARY DUTY FOR WOMEN

Navy and Marine Corps women are a valuable personnel resource who contribute significantly to the Navy's mission.

Title 10, U.S. Code, Section 6015, states that women are allowed to fly combatant aircraft in combat and serve on combatant vessels if attached to

an aircraft squadron; otherwise, women are prohibited from serving on board combatant vessels.

This law allows women to be permanently assigned to designated ships such as tenders, transports, hospital ships, and vessels of a similar classification. It also allows women to be temporarily assigned to any naval vessel or aircraft squadron for up to 180 days provided the ship or squadron is not expected to be assigned to a combat mission.

## DUTY DEFINITIONS

The following definitions will assist you in understanding the types of duty to which women may be assigned:

1. Combat mission. A combat mission is a mission of an individual unit, ship, or aircraft whose primary objective, individually or collectively as a naval task organization, is to seek out, reconnoiter, and engage an enemy.

2. Risk rule. The risk rule is the criteria upon which noncombat positions are closed to women. It is based upon the risks of direct combat, exposure to hostile fire, and capture when the type, degree, and duration of such risks are equal to or greater than the combat units with which they are normally associated within a given theater of operation.

3. Temporary duty. Temporary duty (TEM DU) orders are orders that involve detachment from one station and assignment to another station or stations for TEM DU pending further assignment to a new permanent duty station or for return to the old permanent duty station. Members on TEM DU are not attached to any permanent duty station.

4. Temporary additional duty. Temporary additional duty (TEM ADD) orders assign members to TEM DU in addition to their present duties and direct them upon completion of this TEM ADD to resume regular or temporary duty.

## POLICY

The policy of the Department of the Navy is to assign all women members to billets commensurate with their capabilities to the maximum extent practicable. The policy for assigning women members is as follows:

1. Women may not be assigned to a unit, a ship, or an aircraft that has a combat mission except as provided below. If assigned on a vessel or an aircraft required to execute a combat mission, every

reasonable effort will be made to disembark women before execution of such mission.

2. Women may be assigned to the following types of duty:

- Permanent duty in hospital ships, oilers, ammunition ships, refrigerated stores ships, transports, training ships, and vessels of a similar classification not expected to be assigned a combat mission.

- Temporary duty (TEM DU or TEM ADD) to any ship or aircraft not expected to conduct a combat mission during the period of temporary duty. Such periods of temporary duty may not exceed 180 days. The Chief of Naval Operations and the Commandant of the Marine Corps may issue specific guidelines governing these assignments.

- Permanent duty in squadrons where such assignment would not require them to participate as crew members in a combat mission or to embark, other than during TEM ADD, in vessels that may be assigned combat missions. They may be assigned to aircrew and support positions in squadrons that do not have combat missions. Women may be assigned nonaircrew support positions on land-based squadrons with combat missions. The Chief of Naval Operations and the Commandant of the Marine Corps will specify those squadrons in which women may be assigned.

3. Women are authorized to participate as crew members or passengers in aircraft engaged in training or support, including landing on shipboard flight decks under conditions permitting temporary duty on naval vessels, if the aircraft is not expected to execute a combat mission during the period of the assignment.

4. Notwithstanding any of the provisions above, the Chief of Naval Operations and the Commandant of the Marine Corps may preclude women from the assignment to a noncombatant unit, ship, or aircraft. They may preclude such assignments when the type, degree, and duration of risk of direct combat, exposure to hostile fire, or capture are equal to or greater than the reasonably anticipated risks for land, air, or sea combatant units with which they are normally associated in a theater of operations.

## MISSION

The policy outlined above delineates when women members may serve on board Navy ships and

aircraft and with Marine Corps units, but does not mandate assignment of women members to any particular ship, aircraft, or Marine Corps unit. The Chief of Naval Operations and the Commandant of the Marine Corps will develop specific plans and policy directives for assignment of women members. These policies will ensure that women members of the Navy and Marine Corps are assigned and used to the greatest benefit of the service. They will also ensure that assignments provide women with rewarding careers commensurate with that of their male counterparts.

SECNAVINST 1300.12, Title 10, U.S. Code, Section 6015, and *Military Personnel Manual (MILPERSMAN)*, article 1820100, have more information about women's mission in the Navy.

### SUBSPECIALTIES

The Navy places considerable emphasis on an officer's developing a subspecialty in addition to a primary area of naval warfare. A subspecialty is a secondary area of expertise coded to show levels of education or experience.

If you desire a certain code status, you can enroll in further study under a Navy-sponsored program or an off-duty program.

NAVPERS 15839, volume 1, broadly defines subspecialty areas available to all unrestricted, restricted, and staff corps officers.

### SPECIALTY AND SUBSPECIALTY CONCEPT

The area of specialization (specialty) required in a particular job (billet) is identified by a unique designator code. Certain billets requiring additional qualifications beyond those indicated by a designator code are further identified by subspecialty codes. Subspecialty codes define the field of application and additional education, experience, and training qualifications needed to satisfy special requirements that meet specific criteria of the subspecialty validation process. Subspecialties, which are applicable to the URL, RL, and staff corps, are professional development fields secondary to specialties.

### SUBSPECIALTY CODE DESCRIPTION

A subspecialty code is made up of five characters consisting of four numerals and an alphabetic suffix.

The following are several examples. (Table 1-1 provides a detailed description of subspecialty codes.)

### OBTAINING A SUBSPECIALTY

Officers interested in developing a subspecialty based upon postgraduate (PG) education should indicate a preference for such graduate work (including curriculum) on their officer preference card before they complete their first tour. That will permit a significant number of PG-selected officers to pursue graduate studies during second or subsequent tours of duty. The Navy needs officers with graduate degrees in technical areas. Therefore, the majority of PG quotas set are for study in technical curricula.

Officers who miss going to postgraduate school during their first shore tour have additional opportunities for selection and attendance during their second and subsequent shore tours.

Of primary importance to new unrestricted line officers is the attainment of the basic skills and qualifications associated with their warfare specialty. Unrestricted line officers should strive to gain the necessary warfare qualifications leading to command.

Your sustained superior performance in your present assignment is the most important factor in determining your future assignments and promotion opportunities. Therefore, whatever your job and whether or not you consider it important, always strive to do your best.

A few ideas follow that may enhance your chances for PG school:

- **Basic qualification** in your community (URL/RL/Staff Corps) is the ticket to your future success.

- **Progress appropriate to your rank is essential** in your URL/RL/Staff Corps community. Without that progress, you won't get promoted unless you are very unusual and have some skill the Navy can't find elsewhere.

- **Being joint qualified is better** than not being joint qualified. Sure, waivers are possible, but they are "waivers" and should be considered as such. Remember—worry about a waiver after you are a recognized professional in the URL/RL/Staff Corps, not before.

- **Having a proven subspecialty is a real plus** for you and the Navy, particularly if you are a URL

Table 1-1.—Description of Subspecialty Codes

First Subset (1st and 2nd characters)	Second Subset (3rd and 4th characters)	Suffix (5th character)
<p>(1) &lt;MU%-2&gt;Unrestricted Line Requirements</p> <p>(a) The Functional Field subspecialty codes, 20XX through 90XX, may be applied to URL officers and billets in the grade of LCDR to CAPT to indicate background experience in one of the functional fields. These codes are assigned to officers as a result of subspecialty selection board action.</p> <p>(b) URL subspecialty billet requirements below the grade of LCDR will be expressed by “00” entered in the first subset; that is, 00XX.</p> <p>(2) <u>Restricted Line/Staff Corps Requirements</u></p> <p>(a) The first subset will be coded 00XX except for those subspecialty fields considered unique to the Staff Corps, as listed below.</p> <p>(3) <u>Unique Staff Corps Requirements</u></p> <p>(a) The first subset of these subspecialty codes denotes a unique Staff Corps field as follows:</p> <p>11XX — CEC  12XX — JAG  13XX — Supply  14XX — Chaplain  15XX/16XX — Medical  17XX — Dental  18XX — Medical Service  19XX — Nurse</p>		
	<p>(c) Codes XX10 through XX9X are used to express the broad or discrete Education/Skill fields as they are acquired by officers or required in billets. (See footnotes on Education/Skill field codes.)</p> <p>(b) Codes 0010 through 009X are used to express the broad or discrete Education/Skill fields.</p> <p>(b) Describes the education/skill field within each of the unique Staff Corps subspecialties; must always be expressed in conjunction with the unique Staff Corps field in the first subset.</p>	<p>(d) The alphabetic suffix states the level of the education/skill pertaining to the field stated in the second subset.</p> <p>(e) The Proven Subspecialist codes “C” (Doctorate), “M” (Post Master’s), “Q” (Master’s), “F” (Functional Education), and “R” (Significant Experience) may be used to identify URL officers and requirements in the LCDR to CAPT grades. A proven subspecialty code must always be accompanied by one of the specific Functional Field codes in the first subset.</p> <p>(c) The alphabetic suffix states the level of education/skill pertaining to the unique Staff Corps subspecialty. The “Proven Subspecialist” codes do not apply.</p> <p>(c) The alphabetic suffix states the level of education/skill pertaining to the unique Staff Corps subspecialty. The “Proven subspecialist” codes do not apply.</p>



officer. Since having a subspecialty means you are an “expert” in a particular field, it gives you an edge.

## YOUR DUTY PREFERENCES

The needs of the Navy come first in deciding your duty assignments, but the Navy does consider your personal preferences. Therefore, you must submit an Officer Preference and Personal Information Card (NAVPERS 1301/1) to keep your detailer informed of your duty preferences. You must submit a new card when your preferences or personal information changes. For example, you may change your mind about attending postgraduate school or the next duty station you prefer. You may also experience changes in your personal life, such as your current residence, the members of your household, or your marital or dependency status. *Do not* submit a card reading “No Change.”

Make realistic choices of duty and duty stations on your preference card. Each year the Bureau of Naval Personnel (BUPERS) issues the *Biennial Officer Billet Summary* (Junior Officer Edition), NAVPERS 15994. This summary provides officers with a ready reference of billets relative to geographic location, required designator and rank, subspecialty, and primary duties. All ships and stations receive this publication. Consult the *Biennial Officer Billet Summary* (Junior Officer Edition) before you fill out your preference card.

Your detailer works on your transfer several months before you actually receive your orders. Using your preference card, and again, based on the Navy’s needs, your detailer attempts to locate an assignment commensurate with your preference and one that will “round out” your experience for promotion. Your detailer’s recommendation goes to the placement desk with your name and qualification. If the placement desk accepts you, it notifies the order writing section. If the placement desk does not accept you, your detailer will start the process again.

We cannot overemphasize the importance of having a current Officer Preference and Personal Information Card in your record. Unless you are in frequent contact with your detailer, this card is usually the only way your detailer knows your personal preferences, particularly if you desire postgraduate school. To further help you in selecting future assignments, the Chief of Naval Operations has made the services of BUPERS detailers available by telephone. To avoid the cost of commercial calls, you

may use your command’s Defense Switching Network system (DSN). If DSN capabilities are not available, you may call your detailer collect.

## HOW FAST WILL YOU BE PROMOTED?

According to current promotional policies, the promotion cycle for most officers will approximate the cumulative commissioned time (flow points) normally expected for promotions, as listed below. Selection boards for promotion review particular year groups based on the projected needs of the Navy to fill billets. Previous manning decisions affect promotion opportunities many years after they are made. These flow points may also vary from one community to another.

The minimum time-in-grade requirements are shown as follows:

ENS to LTJG. . . . .	24 months
LTJG to LT . . . . .	48 months
LT to LCDR . . . . .	9-11 years
LCDR to CDR. . . . .	15-17 years
CDR to CAPT. . . . .	21-23 years

## HOW MUCH WILL YOU BE PAID?

Your pay, of course, is a matter of vital interest to you. Your regular military compensation consists of the four elements of pay received by all service personnel: basic pay, basic allowance for quarters, basic allowance for subsistence, and the tax advantage generated by these tax-free allowances. Additionally, you might qualify for special pay, incentive pay, and a variable housing allowance (VHA).

Part of your total compensation package is your fringe benefits. You should assess the value of these benefits on a personal basis. These benefits include, but are not limited to, the following:

- Retirement
- Medical/dental care
- Commissary/exchange facilities
- Recreation/club facilities
- Survivor benefits
- Leave

All of these benefits together could cost you several thousand dollars annually, depending upon your location, family relationships, and position in the civilian community. You will receive an annual personal statement of military compensation to assist you in your financial planning.

For the specific monthly pay for your rank or grade, see your local Navy recruiter.

### **FLIGHT AND SUBMARINE TRAINING**

Article 6610360 of the *Naval Military Personnel Manual (MILPERSMAN)* outlines the necessary qualifications and requirements for officers interested in flight training.

Article 6610320 of the *MILPERSMAN* sets forth the necessary qualifications and requirements for officers interested in submarine training.

### **TRANSFER TO THE REGULAR NAVY**

Navy Reserve officers and Regular Navy temporary officers may transfer to the Regular Navy. The primary objective of this program is to meet deficiencies in the numbers of Regular Navy officers

in the various staff corps and line communities. Regular permanent appointments are made to the active-duty list of the Navy in both the line and staff corps as appropriate.

The Secretary of the Navy convenes a selection board twice a year, normally in April and October, to consider the records of those officers applying for transfer to the Regular Navy. As with other competitive selections in your career, performance is critical to selection. Refer to *MILPERSMAN*, article 1020120, for details on application, processing, and appointment procedures.

If you request transfer to the Regular Navy in conjunction with a request for a lateral transfer between restricted line, unrestricted line, and staff, follow the procedures in *MILPERSMAN*, article 1020120. Refer to *MILPERSMAN*, article 1020150, to request lateral transfer without augmentation.

Reserve officers are eligible for permanent appointment in the Regular Navy after they have completed 3 years on active duty (while serving under a 4-year obligation). Those who serve under a 2-year agreement are eligible to transfer to the Regular Navy after 1 year of active commissioned service.